

KCEC-TV, KJMN-FM, KXPK-FM, KMXA-AM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive / Sales	2-7, 9-10, 12, 15-16, 19-22, 24, 26-29	15
Administrative Sales Assistant	2, 4-9, 11-12, 19-20, 22, 24, 26, 28-29	11
Master Control Operator	4-5, 22, 26, 29	22
Master Control Operator	2, 4-9, 12, 19-20, 22, 24, 26-27, 29	12
Master Control Operator	2, 4-13, 19-20, 22, 24, 26-27, 29	12
Traffic Coordinator	1, 4-5, 9, 11-14, 17-18, 20, 22-23, 25-29	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AMFM Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.amfmjobs.com Job Board Manual Posting	N	0
2	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4920 Url : http://www.artinstitutes.edu/denver/career-service Neville Harson Manual Posting	N	0
3	Call In	N	1
4	Colorado Broadcasters Association 333 W. Hampden Ave Suite 620 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org/ Susan Strong Manual Posting	N	2
5	Colorado Workforce Center 1391 N. Speer Blvd Ste 500 Denver, Colorado 80204 Phone : 303-318-8819 Url : http://www.connectingcolorado.com Kathie Stenzel Manual Posting	N	3
6	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Url : http://www.denverindiancenter.org/ Email : eileen@denverindiancenter.org Eileen Masquat	N	0

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7	Devry University North Campus 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 888-212-1557 x7651 Url : http://www.devry.edu/career-services/contacts.html Email : coloradojobs@devry.edu Tanya Terrell	N	0
8	Did not indicate (Source Unknown)	N	4
9	Emily Griffity Technical School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4700 Url : http://www.egos-school.com/campus-locations?title=Jessica Cessarino Manual Posting	N	0
10	Employee Referral Steve Downing, Account Executive	N	3
11	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	3
12	Entravision Communications Corporation 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : www.entravision.com John Mahan Manual Posting	N	7
13	Former Intern Luisa Collins	N	2
14	Front Range Community College 3645 West 112th Ave Westminster, Colorado 80031 Phone : 303-404-5000 Url : http://www.frontrange.edu/ Sue Brooks Manual Posting	N	0
15	Internal Candidate	N	1

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16	Internal Posting John Mahan, IT Manager Entravision Corp	N	1
17	Johnson & Wales University Academic Ctr, 1900 Olive St 1st Floor Denver, Colorado 80220 Phone : 303-256-9716 Url : http://www.jwu.edu/forms.aspx?id=54227&ekfrm=54227 Va Hayman Barber Manual Posting	N	0
18	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com/usa/ Career Services Manual Posting	N	0
19	Mi Casa Resource Center 360 Acoma Street Denver, Colorado 80223 Phone : 303-539-5600 Url : http://www.micasaresourcecenter.org/contact-us/loc Email : joblistings@micasaresourcecenter.org Stephanie Nolls	N	0
20	National Image 6165 W. Pacific Drive Lakewood, Colorado 80227 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Email : jdavalos.natlimage@ymail.com Joe Davalos	Y	0
21	None indicated (Source Unknown)	N	1
22	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 x4106 Url : http://www.funjobsonair.com Email : jmurphy@beonair.com Jim Murphy	N	5

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23	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
24	Pueblo Community College 900 West Orman Ave Pueblo, Colorado 81004 Phone : 719-549-3036 Url : http://www.pueblocc.edu/student-services/counseling Email : offcampusjobs@pueblocc.edu Lisa Maldonado	Y	0
25	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : NA Url : http://menu.radio-online.com/cgi-bin/rolmenu.exe/m Ron Chase Manual Posting	N	0
26	Red Rocks Community College 13300 W. 6th Avenue Box 10 Lakewood, Colorado 80228 Phone : 303-914-6600 Url : http://www.rrcc.edu/ Career Services Manual Posting	N	0
27	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 800-388-2366 Url : http://regis.edu/ Karen Adducci Manual Posting	N	0
28	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : NA Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

KCEC-TV, KJMN-FM, KXPK-FM, KMXA-AM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/15/2013	Sponsorship of events in the community designed to increase public awareness	Stations sponsor and support the Hispanic Annual Salute for 2013/2014 Scholarship which recognizes outstanding student volunteers throughout Colorado. Winners are selected by Community Leaders for their excellence in student leadership and volunteer work within the community. Monetary awards are provided in the amount of \$2000. Through the support and sponsorship of the TV & Radio stations, we helped the Hispanic Scholarship fund raise close to \$30,000 for the Scholarship Program in 2013.	2	Creative Services Manager Station Manager	0.50
2	5/3/2013	Establishment of an intern program designed to assist members of the community	<p>Entravision TV & Radio's Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information was mailed out to 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry. Upon completion of their internship the department manager provides the intern with a valuable assessment of their skills and overall performance providing valuable feedback to the student.</p> <p>Rocio Madera who was a student from Metropolitan State College of Denver was an intern for our Production Department from 1/14/13 through 5/3/13. During that time she learned about the commercial production and creative process of creating a television commercial including taping, editing and the ingest process.</p>	1	Creative Services Manager	1.00

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3	5/10/2013	Participation in scholarship programs	Station sponsorship and donation to the University of Colorado Boulder Latino Alumni Association, Denver Latino Alumni Association and University of Colorado State Latino Alumni Association to develop scholarship opportunities and promote academic excellence.	1	General Manager	1.00
4	5/10/2013	Sponsorship of events in the community designed to increase public awareness	<p>Entravision TV and Radio provide opportunities to Schools and Educational institutions to have their students visit our stations and take a tour of the facilities. Students/Faculty are introduced to each department and are given a brief explanation of that departments function and how it interacts with other departments. Students are encouraged to ask questions about working in the broadcast industry, education requirements and experience. They spend time reviewing our News and Production studios and get to sit behind the news desk and see themselves on-camera.</p> <p>On 5/10/13 at 10:30am, a tour was provided for Jeffco Public School - AK 8 School located at 5751 Balsam Street, Arvada, CO 80004. Their Spanish class consisting of 48 students visited the stations to learn about Spanish Language broadcast stations.</p>	2	Executive Assistant Administrative Assistant	0.50

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5	5/23/2013	Sponsorship of events in the community designed to increase public awareness	<p>Entravision TV and Radio provide opportunities to Schools and Educational institutions to have their students visit our stations and take a tour of the facilities. Students/Faculty are introduced to each department and are given a brief explanation of that departments function and how it interacts with other departments. Students are encouraged to ask questions about working in the broadcast industry, education requirements and experience. They spend time reviewing our News and Production studios and get to sit behind the news desk and see themselves on-camera.</p> <p>On May 23, 2013 we provided a station tour to 13 students from Mi Familia Vota located at 2525 West Alameda Avenue, Denver, CO 80219. The students visited the stations to learn about Spanish Language broadcast stations. Tour and information about the stations was provided by Derline Gaucin. She introduced the students to each department and provided information to them about the functions of those departments. They were also given the opportunity for a question and answer session with our News Anchors about how they became an anchor, what it's like to be on-air, how long they went to school, what they like and dislike about being in news media.</p>	1	Administrative Assistant	0.50

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6	7/9/2013	Participation in events or programs sponsored by educational institutions	<p>Entravision TV and Radio provide opportunities to Schools and Educational institutions to have their students visit our stations and take a tour of the facilities. Students/Faculty are introduced to each department and are given a brief explanation of that departments function and how it interacts with other departments. Students are encouraged to ask questions about working in the broadcast industry, education requirements and experience. They spend time reviewing our News and Production studios and get to sit behind the news desk and see themselves on-camera.</p> <p>On 7/9/13 at 12pm, a tour was provided for Cherry Hills Christian Middle School located at 3900 Grace Blvd, Highlands Ranch, CO 80126. Their Spanish class consisting of 9 students visited the stations to learn about Spanish Language broadcast stations and how to conduct business in a foreign language.</p>	1	Administrative Assistant	0.25

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7	8/4/2013	Establishment of an intern program designed to assist members of the community	<p>Entravision TV & Radio's Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information was mailed out to 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry. Upon completion of their internship the department manager provides the intern with a valuable assessment of their skills and overall performance providing valuable feedback to the student.</p> <p>Yasmin Solis from Ohio Center for Broadcasting was a Radio intern from 3/16/13 through 8/4/13. Through her internship she received hands on training on Promotions & Events and the efforts that go into putting together station events such as radio live remotes, concert events, etc. She was able to see and experience all aspects of Radio promotions from promotional spot production, on-air broadcasts, event coordination/implementation to recapping events for clients.</p>	1	Promotions Director	1.00
8	8/24/2013	Establishment of training programs for station personnel	<p>The News Director attended the 2013 Excellence in Journalism conference which was organized by the HAHJ, RTDNA and SPJ in Anaheim, CA from August 24-26th, 2013.</p> <p>This national conference had workshops, roundtable discussions and panels covering the latest developments in the fields of broadcast journalism. Participants learned how to take news to the next level, tools crowd sourcing, market intelligence, media law, human resources, best practices for News Directors and how to be a better News Director.</p>	1	News Director	1.00

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9	9/18/2013	Listing of each upper-level category opening in a job bank or newsletter	The opening for Sales/Administrative Assistant position was posted with the Colorado Broadcasters Association's Job Bank which is available to media outlets and members via the NASBA (National Alliance of State Broadcasters Associations).	1	Business Manager	1.00
10	10/7/2013	Establishment of an intern program designed to assist members of the community	<p>Entravision TV & Radio's Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information was mailed out to 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry. Upon completion of their internship the department manager provides the intern with a valuable assessment of their skills and overall performance providing valuable feedback to the student.</p> <p>Intern Juan Munoz from Emily Griffith Opportunity School who is studying Production and Editing was an intern for our News Department from 8/22/13 through 10/7/13 in which he learned about field reporting and the production and editing process for news stories that are on-air.</p>	1	News Director	1.00

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11	10/31/2013	Establishment of an intern program designed to assist members of the community	<p>Entravision TV & Radio's Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV and radio. The program information was mailed out to 18 colleges and universities in Colorado with a letter asking that the information be made available to students who might be looking at a career in the communications industry. Upon completion of their internship the department manager provides the intern with a valuable assessment of their skills and overall performance providing valuable feedback to the student.</p> <p>Leah Raaflaub who is enrolled with the Applied Learning Center as a student from Metropolitan State University of Denver and is a current (active) intern for our Production Department. Her internship began on 10/31/13 and is slated to be completed on 12/13/13. Currently she's interning for 12.5 hours per week and is learning about the commercial production and creative process of creating a television commercial including taping, editing and the ingest process.</p>	1	Creative Services Manager	1.00

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12	11/11/2013	Co Sponsoring Job Fair	Entravision TV and Radio (KCEC-TV, KGHB-TV, KVSN-TV and KXPK-FM, KJMN-FM, KMXA-AM, KPVW-FM) was a sponsor of the Colorado Broadcaster's virtual job fair from Monday, November 11th through Friday, November 15th at broadcasters virtual job fair dot com. This job fair provided information about current openings available in the broadcast industry in the Denver market as well as specific positions here at Entravision TV & Radio (KCEC-TV, KGHB-TV, KVSN-TV and KXPK-FM, KJMN-FM, KMXA-AM, KPVW-FM). The public was invited to participate through promotional announcements that were aired on our stations to promote the Job Fair. Interested candidates will have the opportunity to ask questions and obtain information about working in the broadcast industry as well as apply for these exciting jobs online in Colorado's broadcast industry. Minorities and women are strongly encouraged to visit us. Details of the event were made available to the public at virtual job fair dot com. (www.virtualjobfair.com)	2	Business Manager Controller	1.00

TOTAL POINTS OVER REPORTING PERIOD: 9.75